

Leadership Development Institute

The Leadership Development Institute (LDI) provides professional developmental opportunities for employees who demonstrate leadership potential and the ability to succeed in positions of greater responsibility within Pennsylvania government.

Each LDI class participates in monthly sessions beginning in March, culminating with a graduation event held in October. Although most sessions are held in the Harrisburg area, employees from all agencies and sites throughout the commonwealth have participated in the program. The sessions, which are focused on contemporary leadership issues, are designed to address theories and practices which will guide employees as they transition from managers to leaders.

The LDI experience includes opportunities to gain knowledge of current leadership theories, concepts, models and techniques. This is achieved through the use of presentations/discussions, self-assessment instruments, executive interviews, book discussions, case studies, networking and workshops.

Selection Criteria

- Management employees at pay scale group 8 or above with a minimum of three years of state service are eligible to participate. Nominate employees who have the potential to assume greater leadership responsibilities in state government. Generally, participants have management-level experience with performance ratings that consistently exceed position requirements.
- Participants are expected to attend all scheduled sessions. One absence during the program year is permitted for extenuating circumstances. Any additional absences will be evaluated on a case by case basis in coordination with the agency HR Director. Attendance notifications will be sent to the agency.
- Sponsoring agencies agree to provide time away from the work site for their employee(s) to attend the eleven sessions spanning the eight months.

Selection Process

The agency head for each agency under the Governor's jurisdiction nominates employees to participate in the program. Each agency has flexibility in determining the priority of its own nominees. The agency cost per participant is **\$950.00**. The nomination period opens in mid-October and closes at the end of November.

LDI Alumnae

LDI Alumnae information is available through the [Leadership Development Institute Alumnae Association](#) (LDIAA).
